

SESSION TITLE: Recognizing and Reducing Bias

SESSION LENGTH 60 minutes

OBJECTIVES: *At the end of the session students should be able to:*

- Understand the concept of the Johari Window and how it can be used as a tool to improving our knowledge of self.
- Explain the benefits of shrinking our own blind spots and the hidden parts of ourselves in order to become more productive and effective.
 - Identify next steps for recognizing their own agenda and reducing bias.

HANDOUTS/LINKS

- Recognizing Agendas and Reducing Bias - Looking through Johari's Window
- Project Implicit: <https://implicit.harvard.edu/implicit/takeatest.html>

FACILITATOR NOTES

CONTENT	METHOD	TIME
Unpack Implicit Bias Test Homework (Students were asked to take one test found at Project Implicit site)	Refer to HW, ask what tests were taken, who was surprised by result, why?	5 minutes
Introduce the Johari Window (below). Talk about the 4 quadrants and the benefits of shrinking the Hidden and Blind Spot. By increasing the Open Area, you become happier and more productive. <ul style="list-style-type: none">• Ask: Who is new to their workteam? What did you share with your workmates to help them understand you better? <i>Shared the Hidden, increased Open to be more effective in team</i>• Working? Why or why not?• Ask: Who regularly seeks feedback at work? How do you seek it? How is it helpful? <i>Reduced Blindspot, increased Open to be more effective in skill</i>	Draw Johari's window on board. Question participants	20 minutes
How do you get to know and understand the UNKNOWN part of yourself?	Table discussion – share out and capture	5 minutes

	on white board	
<p>Discuss why it is important for interpreters to surface bias. Consider how the 4 Truths play into bias.</p> <ul style="list-style-type: none"> • Small group discussion - What “agendas” does the NPS have? • Personal reflection - What biases or personal agendas to you bring into your work? • Large group discussion - Why is it important to recognize your agendas and reduce bias (and to become aware of the impact of your bias and agenda)? What can you do to recognize agenda and reduce bias? 	<p>Table discussion</p> <p>Share out and capture</p> <p>Personal reflection</p> <p>Large group discussion (or wordle)</p>	<p>5 minutes</p> <p>10 minutes</p> <p>5 minutes</p> <p>10 minutes</p>

